

Causality Investigation Of The Relationship Between Workplace Spirituality And Self-Esteem On Intention To Stay In Work Engagement Mediation For Teachers Of SMK PGRI And Negeri In Mojokerto Regency, East Java

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Abstract. Workplace spirituality, self-esteem, and work engagement are things that will shape the intention to stay, including teachers in schools. This study aims to 1) Testing the direct relationship between work spirituality and the intention to remain a teacher of SMK PGRI with the Negeri in Mojokerto Regency, 2) testing the relationship of Self-Esteem to the intention to remain a teacher of SMK PGRI and Negeri in Mojokerto Regency, 3) Testing the relationship between work engagement and intention to stay, 4) Testing the relationship between work spirituality and work engagement in teachers of SMK PGRI and Negeri Mojokerto Regency, 5) Testing the relationship of self-esteem to work engagement, 6) Testing the relationship of spirituality in the workplace significantly to Intention to Stay through work engagement, 7) Testing the relationship of Self-esteem significantly to Intention to Stay through work engagement.. This type of quantitative research was conducted on teachers of SMK PGRI and Sooko Negeri, Mojokerto Regency, with a total of 74 teachers. The sampling technique used for this study uses simple random sampling because its characteristics are homogeneous. Analysis using path analysis. The results showed that: : 1) descriptive analysis of workplace spirituality variables is included in the category of high, high self-esteem, rather high work engagement and intention to stay is included in the high category, 2) There is a direct influence between work spirituality on intention to stay in teachers of SMK PGRI and Negeri in Mojokerto Regency, 3) there is an influence of Self-Esteem on intention to stay in teachers of SMK PGRI and Negeri in Mojokerto Regency, 4) there is an influence between work engagement on intention to stay, 5) there is an influence between work spirituality on work engagement in Teachers of SMK PGRI and Negeri Mojokerto Regency, 6) there is an influence of self-esteem on work engagement, 7) workplace spirituality indirectly does not have a significant influence on Intention to Stay through work engagement, 8) Self-esteem indirectly does not have a significant influence on Intention to Stay through work engagement.

Keyword: Workplace Spirituality, Self-Esteem, Work Engagement, Intention to Stay

INTRODUCTION

Teachers are human resource assets that are the main pillar in the implementation of the main goals of the school. Therefore, schools need teachers who have the desire to continue serving in schools, and schools must develop special measures and conditions to retain the best teachers who improve the quality of learning in schools, so that their intention to stay is maintained. Workplace spirituality between one individual and another is different, as well as self-esteem, but if workplace spirituality develops well in a person in carrying out his work, of course, it can cause work engagement. Meeting people's spiritual needs is

comparable to reaching the highest level of human needs, as in self-actualization (Izak 2012; Maslow 1970). Work engagement is not only about working hard and having a high level of engagement, but also about putting yourself in the work and caring about what is done (Kahn 2010). Kahn (1992) suggests that when employees are allowed to express themselves at work and given space to utilize their full capacity, they will be more engaged in their work. In conclusion, the potential way workplace spirituality promotes work engagement can be explained through spiritual employees finding their work meaningful, and meaningful will encourage them to be more engaged in their work (Izak 2012). Although previous research has theoretically suggested that workplace spirituality increases work engagement, there has been no strong empirical research supporting this claim.

Teachers who have high self-esteem will also form high work engagement with school goals in shaping student achievement, increasing student motivation in learning. The results of Rotich's research, 2016 on *The Impact of Organizational-Based Self Esteem on Work Engagement among State Corporations Employees in Kenya*, concluded that the relationship between work engagement and Organizational-based self-esteem is high. This shows evidence that Organizational-based self-esteem is very influential on Work engagement. Employees will exhibit a high level of work engagement when they perceive themselves as valued competent members of their organization. With work engagement, the intention to stay with teachers will also be created. Studies have shown that organizations experience lower employee turnover when employees have high work engagement, (Bailey et al., 2017). A study by Al-Azzam (2017) with non-managerial employees supports the fundamental premise of JD-R theory that job demands such as work-family conflict are negatively associated with work engagement and intention to stay. The results of et.al bellakomda research, (2020), concluded that highly engaged employees show a strong intention to stay. Strong workplace spirituality teachers will realize work engagement so that it will create a high intention to stay at school. This is in accordance with the results of research by J.Miliman et.al, (2018), who found that found that workplace spirituality had a direct effect on employee engagement and intention to stay in a study of 292 employees in a hospitality organization in the US. Attachment was found to be related to employee service delivery, but not related to intention to stay.

Teachers who have self-esteem will cause a sense of intention to stay in themselves in the organization or school, of course through support with a sense of attachment to the school. The results of M.F Chen's (2015) research concluded that the influence of self-esteem on

organizations on the intention to stay in nurses can be an insight for hospital managers to make decisions when encouraging and managing employees, of course by eliciting work attachment to nurses. The findings of this study are expected to expand the repertoire of science and theory, as well as provide information about the importance of Work Spirituality, Self-esteem, Work engagement in realizing Intention to Stay to organizations, this study aims (1) to examine the relationship between workplace spirituality and work engagement of teachers of SMK PGRI and Negeri in Mojokerto Regency 2) Testing the relationship of Self-esteem to the work engagement of teachers of SMK PGRI and Sooko Negeri of Mojokerto Regency, 3) Testing the relationship of Work engagement to the intention to stay of teachers of SMK PGRI and Sooko Negeri, Mojokerto Regency, 4) Testing the relationship of Workplace spirituality to intention to stay through work engagement of teachers of SMK PGRI and Sooko Negeri, Mojokerto Regency, 5) Testing the relationship of Self-esteem to intention to stay through work engagement of teachers of SMK PGRI and Sooko Negeri, Mojokerto Regency, 6) Workplace spirituality does not indirectly have a significant influence on Intention to Stay through work engagement.

RESEARCH METHODS

This research is a quantitative research, questionnaires were distributed to teachers of SMK PGRI and Sooko Negeri, Mojokerto Regency, with a total of 74 teachers. The sampling technique used for this study used simple random sampling, data analysis using line analysis and analysis using SPSS.

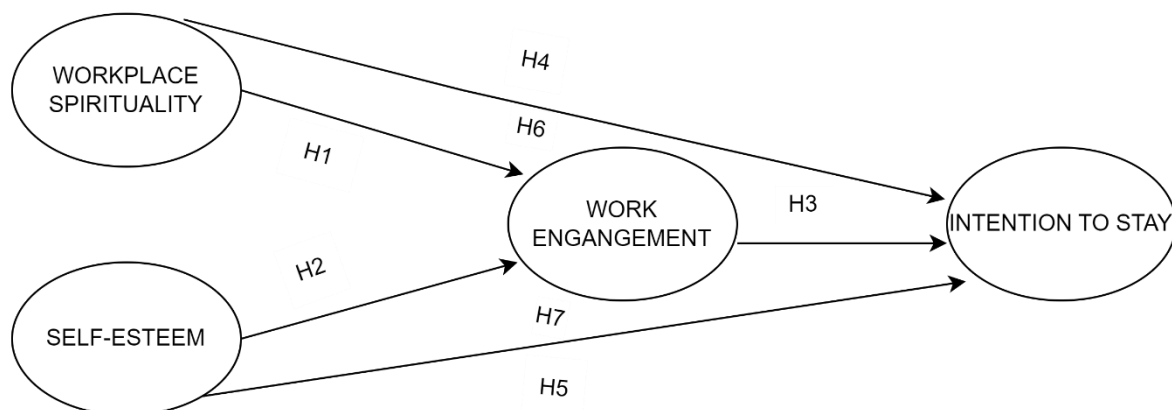


Figure 1. Research Conceptual Framework

RESULT AND DISCUSSION

Descriptive Analysis

Table 12. Respondent Description Results

	Number of Respondents	Persentase
Gender		
Man	16	40%
Woman	58	60%
Age		
19 – 30 Years	14	12%
31 – 41 Years	21	28%
42 – 52 Years	15	20%
53 – 65 Years	24	40%
Period of Service		
1 – 5 Years	21	22%
6 – 15 Years	14	13%
16 – 25 Years	39	65%

Source: Data processed, 2023

From the results of descriptive analysis, it is known that teachers in these two vocational schools are more female gender, which is as much as 58%. With the most dominant age between 53-65 years and the most working life is between 16-25 years.

Table 13. Descriptive Analysis Results

	Grand Mean	Max	Min	SD
Workplace	3,748	5.00	1.00	0,12647
Spirituality	3,739	5.00	1.00	0,11602
Self-Esteem	3,071	5.00	1.00	0,13976
Work Engagement	3,675	5.00	1.00	0,39335
Intention to Stay				

Data source: Processed by researchers 2023

Workplace spirituality is included in the high category with a grand mean of 3,748, Self-esteem is also included in the high criteria of 3,739, work engagement is included in the rather high category with a grand mean of 3,071 and intention to stay is also included in the high category of 3,675.

Hypothesis Testing

1. Path Analysis

Direct influence of X1, X2 to Y

Table 14. Analysis results of path X1,X2 to Y

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.850	1.149		1.610	.112
	X1	.001	.012	.004	1.077	.004
	X2	.053	.028	.096	1.920	.000
	Z	.425	.023	.916	18.478	.000

a. Dependent Variable: Y

X1.Y = 0,004

X2.Y = 0,096

Z to Y = 0,916

Hypothesis 1: there is a direct and significant influence between *work spirituality* and *intention to stay*.

In table 14. it is known that the calculated t value is 1.077 which means it is greater than the table t. And a significance of $0.004 < 0.05$, then **H1 is accepted**

Hypothesis 2: there is a direct and significant influence between self-esteem and intention to stay

In table 14 it is known that the calculated t value is 1.920 which means it is greater than the table t. And a significance of $0.000 < 0.05$, then **H2 is accepted**

Hypothesis 3: there is a direct and significant influence between *work engagement* and *intention to stay*.

In table 14 it is known that the calculated t value is 18.478 which means it is greater than the table t. And a significance of $0.000 < 0.05$, then **H3 is accepted.**

Direct influence of X1 and X2 to Z

Table 15. Effect of X1, X2 to Z

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	25.768	5.075		5.078	.000
	X1	.117	.058	.241	2.020	.047
	X2	.006	.142	.005	3.044	.005

a. Dependent Variable: Z

Hypothesis 4: there is a direct and significant influence between *work spirituality* and *work engagement*.

In table 15. It is known that the calculated t value is 2.020 which means it is greater than the table t. And a significance of $0.047 < 0.05$, then **H4 is accepted**.

Hypothesis 5: there is a direct and significant influence between *self-esteem* and *work engagement*.

In table 15. It is known that the calculated t value is 3.044 which means it is greater than the table t. And the significance of $0.005 < 0.05$, then **H5 is accepted**.

Hypothesis 6: There is an indirect influence of *workplace spirituality* on *the intention to stay* through *work engagement*.

In table 15. The indirect influence of X1 to Z to Y is as follows:

$$0,004 \times 0,916 = 0,00364$$

$$0,241 + 0,00364 = 0,24464$$

The direct influence value is 0.241, while the indirect influence value is 0.00364. Based on the results of this calculation, the direct influence is greater than the value of indirect influence, this shows that X1 through Z against Y is indirectly insignificant, which means **H6 is rejected**.

Hypothesis 7: There is an indirect influence of *self-esteem* on *intention to stay* through *work engagement*.

Indirect influence X2 to Z to Y

$$0.096 \times 0.91 = 1.15$$

$$0,05 + 1,15 = 1,2$$

The direct influence value is 0.05, while the indirect influence value is 1.15. Based on the results of this calculation, indirect influence has a greater value than direct influence, this shows that X2 has a significant influence on Y through Z. which means **H7 is accepted**.

Sobel test

$$X = \sqrt{\sqrt{(0,425 \times 0,058)^2} + \sqrt{(0,117 \times 0,023)^2} + (0,058 \times 0,023)^2}$$

$$X = \sqrt{(0,02465)^2 + (0,002691)^2 + (0,001334)^2}$$

$$X = \sqrt{0,15700 + 0,05187 + 0,03652}$$

$$X = \sqrt{0,24539}$$

$$X = 0,49537$$

Discussion

Description Workplace Spirituality, Self-Esteem, Work Engagement and Intention to Stay

The results of the descriptive analysis of *workplace spirituality variables are included in the high category, high self-esteem, work engagement is rather high and intention to stay is included in the high category. The workplace spirituality* of vocational teachers is high can be seen from the sense of community possessed by teachers in carrying out school activities and learning processes, Spirituality in the workplace refers to "the recognition that employees have an inner life that nurtures and is nourished by the meaning of work that occurs in a community context (Ashmos & Duchon, 2000, p.137). Teachers' self-esteem is included in the high can be seen from the opinions of teachers who say that they have the power to decide matters related to the process of teaching and learning activities. The work engagement of teachers is included in the rather high or medium category because it is related to the dedication of teachers with new tenure, of course, in terms of dedication, they have not felt a high attachment to the school. Intention to stay is included in the high category, it can be known that they feel happy as teachers at SMK PGRI and Negeri in Mojokerto regency and there is no intention to stop working as teachers from this SMK.

The Influence of Work Spirituality on Intention to Stay

The results of the analysis show that there is a direct influence between *work spirituality* on *intention to stay* in teachers of SMK PGRI and Negeri in Mojokerto Regency. These vocational teachers feel that the work of being a teacher is meaningful, this is evidenced by the tenure that is dominated by a range of 16-25 years, and this affects the intention to stay teachers. This research is after previous research conducted by Milliman, Gatling, Kim (2018) and Solichin (2019).

The Influence of Self-Esteem on Intention to Stay

Based on the results of the analysis, it shows that there is an influence of Self-Esteem on intention to stay in teachers of SMK PGRI and Negeri in Mojokerto Regency. This can be seen from teachers feeling that being a teacher has the power to decide matters related to the process of teaching and learning activities and feel valued for competencies that are truly prioritized in their profession. This is in line with the results of research by M.F Chen (2015) which states that the influence of self-esteem on organizations on the intention to stay in nurses can be an insight for hospital managers to make decisions when encouraging and managing employees.

The influence of Work Engagement on Intention to Stay

The results showed that there was an influence between work engagement and intention to stay. This can be seen in the desire of the teachers of SMK PGRI and Mojokerto Regency to improve their abilities by attending training and workshops that support their profession as a teacher, of course, in the hope that they can continue to work as a teacher at this SMK. This is in line with the results of research by Bellakomda et.al, (2020), concluded that highly engaged employees show a strong intention to stay. Strong workplace spirituality teachers will realize work engagement so that it will create a high intention to stay at school.

The influence Work Spirituality on Work Engagement

The results of the research analysis show that there is an influence between work spirituality on work engagement in teachers of SMK PGRI and Mojokerto Regency. This is evidenced by teachers who feel their work is meaningful, and this raises a desire to increase dedication and full involvement in school activities. This aligns with Izak's 2012 research which states that the potential way workplace spirituality promotes work engagement can be

explained through spiritual employees finding their work meaningful, and meaningful will encourage them to be more engaged in their work.

The influence of Self-Esteem on Work Engagement

Based on the results of the study shows that there is an influence of self-esteem on work engagement. This can be seen from teachers who feel meaningful in their work, so they voluntarily involve themselves in school activities. This is in line with research conducted by Yungsiana et. al. (2014) stated that there is a positive influence between self-esteem variables on the work engagement of high school teachers in Malang.

The influence of Workplace Spirituality on Intention to Stay Through Work Engagement

The results of the analysis show that indirect workplace spirituality does not have a significant influence on Intention to Stay through work engagement, this is because teachers feel that with the sense of community and values they apply during their profession, they already feel it is part of their attachment to the school and that will make them still want to work as vocational teachers in the school where they teach. This is not in line with the results of research from J.Miliman et.al, (2018), who found that finding that workplace spirituality has a direct effect on employee engagement and intention to stay in a study of 292 employees in a hospitality organization in the US.

The Effect of Self-Esteem on Intention to Stay through Work Engagement

The results of the analysis showed that self-esteem variables have an indirect influence on the intention to stay through work engagement. This shows that with the abilities they have, they must try to always develop themselves by involving themselves in development activities carried out by the school or outside the school, of course, in the hope that they will continue to work as teachers at SMK PGRI and Negeri in Mojokerto Regency. This is in line with the results of research by M.F Chen (2015) which concluded that the influence of self-esteem on organizations on the intention to stay in nurses can be an insight for hospital managers to make decisions when encouraging and managing employees, of course by eliciting work attachment to nurses.

CONCLUSION AND RECOMENDATION

Conclusion

From the results of research on the Causality of the Linkage of Workplace Spirituality and Self-Esteem to Intention to Stay in Work Engagement Mediation, it is known that: 1) descriptive analysis of workplace spirituality variables is included in the category of high, high self-esteem, rather high work engagement and intention to stay is included in the high category, 2) There is a direct influence between work spirituality on intention to stay in teachers of SMK PGRI and Negeri in Mojokerto Regency, 3) there is an influence of Self-Esteem on intention to stay in teachers of SMK PGRI and Negei in Mojokerto Regency, 4) there is an influence between work engagement on intention to stay, 5) there is an influence between work spirituality on work engagement in Teachers of SMK PGRI and Negeri Mojokerto Regency, 6) there is an influence of self-esteem on work engagement, 7) workplace spirituality indirectly does not have a significant influence on Intention to Stay through work engagement, 8) Self-esteem indirectly does not have a significant influence on Intention to Stay through work engagement.

Recomendation

From the results of the study, it is known that the picture of work engagement of teachers in SMK is in a rather high position, this means that the work engagement of teachers is still not optimal, so it needs to be given wider opportunities to be involved in decision making, or involvement in school activities according to their fields and competencies.

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